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Driving Impact for Manufacturers

**Leaderstone**  
Foundations for Effective Leadership

# THE TALENT GRAB

Closing the gap between workforce potential and performance

This three day workshop provides executives, HR leaders, supervisors, and other business leaders with the mindset, skillset and toolset to begin developing the productive workforce needed to thrive in today's business climate. Organizations thrive when their people are engaged, motivated, and yes, talented. Having the right people doing the right things, in the right place, at the right time is a key aspect to continued growth, success, or even just stability. This three day course will provide participants with what it takes to have the right people ready. This comprehensive and engaging workshop will guide participants through the creation of a talent management program in efforts to measure the potential and performance of the workforce and enable growth for the future.

## Topics covers:

- Workforce Planning and Implementation
- Effective Acquisition and Onboarding Processes
- Conducting Effective Employee Performance Reviews
- Employee Motivation and Engagement Tools and Techniques
- Employee Performance Management Systems
- Conducting Effective Organizational Talent Review Meetings
- Leadership Development in Organizations
- Succession Planning

## Presenter:

*Kevin Shabaar Smith, MBA SPHR HCS, President,  
The Kevin Shabaar Smith Co and Leaderstone.*

Kevin is an entrepreneur, trainer, and Executive Coach. With over 20 years of experience designing and delivering training programs in nearly every sector, he has become known as one of the best trainers in the business.



**March 15, 22, 29**  
**8:30am-4:30pm**

**\$599**

(Early-bird discount available)

**NWIRC Learning Center**  
**8425 Peach Street, Erie**

**Register at:**  
**[www.nwirc.org/events](http://www.nwirc.org/events)**

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